Fiscal Estimate - 2015 Session

\boxtimes	Original	Updat	ted	Corrected		Supplem	ental	
LRI	B Number 1	5-3285/1		Introduction	n Number	AB-088	2	
Req	Description Requiring an employer to provide reasonable break time for an employee who is breast-feeding her child to express breast milk for the child							
Fisc	al Effect							
State	e: No State Fiscal E Indeterminate Increase Exis Appropriation Appropriation Create New A	sting s sting s	Increase E Revenues Decrease Revenues	Existing	Increase Costo absorb with to absorb with Yes	thin agency		
Loc	No Local Govern Indeterminate 1. Increase C Permissive 2. Decrease	osts Mandatory	4. Decrease	e Mandatory	5. Types of Loca Government Affected Towns Counties School Districts	Units I Village	6	
Fund Sources Affected Affected Ch. 20 Appropriations								
☐ GPR ☐ FED ☐ PRS ☐ SEG ☐ SEGS 20.445(1)(a)								
Age	ency/Prepared By		Auth	orized Signatu	ıre		Date	
DWD/ Joe Dvorak (608) 267-6969 George			rgia Maxwell (60	2/12/2016				

Fiscal Estimate Narratives DWD 2/12/2016

LRB Number	15-3285/1	Introduction Number	AB-0882	Estimate Type	Original		
Description Description							
Requiring an employer to provide reasonable break time for an employee who is breast-feeding her child to express breast milk for the child							

Assumptions Used in Arriving at Fiscal Estimate

Assembly Bill 882 codifies into state law the requirements under the Fair Labor Standards Act that an employer provide a reasonable break time and a private place for an employee breast–feeding her child to express breast milk for the child. AB 882 expands this requirement to include all employers, and the State of Wisconsin. In addition, AB 882 requires employers to provide an electrical outlet, running water, and a refrigerator to store breast milk and also requires that if an employee's eligibility for employer contributions toward health care coverage depends on the number of hours worked, that the employer treat unpaid break time taken by an employee to express breast milk as paid work time.

Administratively, DWD would be able to investigate, and resolve, new discrimination cases without new added ongoing annual costs. A one-time cost of \$5,000 is needed to reprint and revise existing Fair Labor Standards Act publications. This cost cannot be absorbed within the current operating budget.

Long-Range Fiscal Implications

Fiscal Estimate Worksheet - 2015 Session

Detailed Estimate of Annual Fiscal Effect

図(Original	Updated			Corrected			Supplemental
LRB	Number	15-3285/1		Intr	oduction N	lumbe	er	AB-0882
Requi	Description Requiring an employer to provide reasonable break time for an employee who is breast-feeding her child to express breast milk for the child							
I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):								
A one-time cost of \$5,000 is needed to reprint revised Fair Labor Standards Act publications. II. Annualized Costs: Annualized Fiscal Impact on funds from								
II. An	nualizeu Cos	is:		Annualized Fiscal Impact on funds from: Increased Costs Decreased Costs				
A. Sta	ate Costs by	Category			1110104004	00.0		
		- Salaries and Fringes				\$	******	\$
	E Position Ch							
Sta	te Operations	- Other Costs						
Loc	al Assistance							
Aid	s to Individual	s or Organizations						
Т	OTAL State	Costs by Category				\$		\$
B. Sta	B. State Costs by Source of Funds							
GP	R							
FEI	D							
PR	O/PRS							
SE	SEG/SEG-S							
III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, ets.)								
					Increased			Decreased Rev
Ц	R Taxes					\$		\$
\vdash	R Earned							
FEI								
	O/PRS							
\vdash	G/SEG-S							
	TOTAL State Revenues			ED EIG	CAL IMPAC	\$		\$
NET ANNUALIZED FISCAL IMPACT State Local								
NET CHANGE IN COSTS					\$	\$		
NET CHANGE IN COSTS NET CHANGE IN REVENUE					\$			
1 7								
Agency/Prepared By Au			ıthorized Signature			Date		
DWD/ Joe Dvorak (608) 267-6969 Ge			eorgia Maxwell (608) 266-2284			2/12/2016		